

**Do Not Write!**

- (C) a particular leader during the French Revolution.
- (D) a disinterested observer of political events.
- (E) a leader capable of organizing the mob for political ends.

21. Lord Salisbury's (lines 38-45) view of man suggests that
- (A) the press works to raise their political consciousness.
  - (B) people are quick to see political realities.
  - (C) the eye and the mind are in constant agreement.
  - (D) the majority is easily deceived and misled.
  - (E) a select few naturally rise to lead the majority.

**Questions 22-30 are based on the following passage.**

*The following passage examines the social and political issues involved in universal health coverage.*

- 1 Universal health coverage for all citizens is a political question staunchly supported by proponents and vigorously opposed by detractors. Both groups are emotionally committed to their idea of what is best for the nation. Today, health care coverage varies from business to business. Employees may or may not be covered by health insurance and/or retirement
- 5 pension plans provided by employers. Congress has made small steps toward a national health plan through several laws. For instance, the Health Maintenance Organization Act was passed in 1973. Lobbyists have pressed for leaves of absence without fear of job loss when babies are
- 10 born, children are ill, or a parent experiences serious illness. The central issue for business and industry is a personnel management problem and labor costs. Who will perform work duties for up to 26 weeks while the employee is on leave without pay?

- Not surprisingly, many female employees support leaves of absence for
- 15 child-rearing purposes. The National Organization for Women has worked actively to support passage of the federal law. Senator Christopher Dodd feels that the bill will address problems of working mothers. He cited statistics to prove his point: "half of all mothers with infants less than a year old work outside home" and "85% of all women working outside the
- 20 home are likely to become pregnant at some point during their career." Dodd maintained that "we must no longer force parents to choose between their job and caring for a new or sick child." The bill has its critics. The president of the California Merchants and Manufacturers Association

projects discrimination against women in hiring practices if the bill is passed. Roberta Cook of the California Chamber of Commerce said, "We're compassionate. We just don't think the issue should be the employer's responsibility. *That's the issue.*"

Another social issue yet unresolved is drug use and management/labor relations. Employers must consider the problem from several vantage points. Accidents, absenteeism, and reduction of productive labor are expensive and wasteful. The constitutional right of privacy is often argued when personnel policies for testing and/or searches are proposed. Courts have given qualified approval to some methods that employers may implement. Employers in the private sector may require drug testing as a pre-condition for employment. Government personnel directors must be cautious in devising new policies. Based on nothing more than the goal of a drug-free workplace in the public sector, large-scale drug testing of employees violates their right of privacy.

When comparing social issues in the late nineteenth and the early twentieth centuries with current social issues that affect personnel policies, the increasing number of complexities of labor/management relations are apparent. Yet the question can be asked: Were the emotional, physical, and economic damages experienced by workers in the early years less important than the emotional, physical, and economic damages experienced today? Reuben Dagenhart, plaintiff in the child labor case, was in his 20s an uneducated man who weighed only about 105 pounds. Today, the "Reubens" do not quit school at a tender age and work long hours at factories, but modern-day mothers are distraught when in some workplaces they face job loss if they take leave to attend to a sick child or parent. In the late twentieth century the legislative branch continues its struggles with competing pressures from labor and management while the judicial branch intercedes from time to time and makes hard decisions based on what the Constitution requires. Again national leaders must structure social policies when legal and social philosophies collide and when economic theories clash in the marketplace of ideas.

22. The passage demonstrates that issues of the marketplace
- (A) have repercussions in both legal and moral spheres.
  - (B) have tended to sway our economy back towards child labor.
  - (C) have made employers thoroughly insensitive to working mothers.
  - (D) have no effect on social policies.
  - (E) have led to unrestricted drug testing.

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23. One form of possible backlash against Senator Dodd's bill is
- (A) the threats from his constituency not to re-elect him.
  - (B) a deliberate practice of not hiring women.
  - (C) a boycott from The National Organization for Women.
  - (D) increased taxation on the employers.
  - (E) suspension of all leave for child-rearing purposes.
24. The right-to-privacy issue is invoked
- (A) with regard to those who fill in for women on leave.
  - (B) when labor and management discuss personal leave.
  - (C) when parents miss work on account of a sick child.
  - (D) when drug tests are administered as part of an employment requirement.
  - (E) when employee lockers are searched for illegal substances.
25. A critic like Roberta Cook (line 25) equates universal health coverage with
- (A) putting the burden of responsibility of child-rearing on the employer.
  - (B) the general loss of workers' rights in recent times.
  - (C) unconstitutional intrusion by the legislative body of government.
  - (D) the decline in sympathy between labor and management.
  - (E) a general upgrading of women's rights in recent history.
26. Reuben Dagenhart (line 45) is cited as an example
- (A) of a typical uneducated worker from the 1920s.
  - (B) of a worker who was exploited and damaged by unfair labor practices.
  - (C) of the middle manager who feels compassion for his workers.
  - (D) of the need to separate business practices from national, legal policies.

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- (E) of a sick child whose parents had to sacrifice either his health or their economic livelihood.

27. According to the article, at the present time

- (A) all employees are covered by health and retirement plans.
- (B) government personnel directors have unlimited powers to create drug-free environments.
- (C) social policies and economic policies are running free of any friction.
- (D) accidents, absenteeism, and reduction of productive labor are simply the costs of doing business.
- (E) the constitutional right-to-privacy remains a major factor in socioeconomic policy.

28. Senator Dodd cited statistics in order to

- (A) garner support for his anti-leave-of-absence bill.
- (B) prove that children and mothers suffer under present labor conditions.
- (C) discredit mothers of infants with a degree of child neglect.
- (D) rally support from management to underwrite welfare costs.
- (E) show that women were a potential drain on the workplace.

29. The word "distraught" (line 48) means

- (A) disloyal.
- (B) beset by mental anguish.
- (C) unemployed.
- (D) angered.
- (E) pacified.

30. The Health Maintenance Organization Act of 1973

- (A) was a direct blow to labor's call for a right to privacy.
- (B) is cited as an example of reduced health benefits.



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- (C) was a step in moving towards a national health plan.
- (D) was the first in a series of steps to make the workplace drug-free.
- (E) guarantees that a worker on leave will have a job when he returns.

**STOP**

If time still remains, you may go back and check your work.  
When the time allotted is up, you may go on to the next section.

22. **(A)** The passage documents economic and social-moral interactions, recapitulated in lines 53–55, denying (D). Lines 45–50 undermine child labor (B); while lines 26–27 show management to be sensitive, denying (C). Lines 37–39 deny (E).
23. **(B)** Lines 23–25 project discrimination against women in hiring, the exact opposite of choice (C). (E) is a strong distractor, but it is not textually mentioned. (A) and (D) are unjustified by the text.
24. **(D)** Drug testing issues and right-to-privacy are discussed in lines 37–38, although (E) lockers as such are not discussed. While (A), (B), and (C) are answers to issues discussed, the right-to-privacy is not among them.
25. **(A)** Roberta Cook sees child-rearing as a family, not an employer, responsibility; lines 26–27 denies (D) and (E). (B) is a misreading; (C) is a clear distractor.
26. **(B)** While (E) is a strong distractor (based on line 49), lines 47–48 tell us Reuben was a child laborer who quit school. (A) may be partially true, based on line 47. (C) is clearly a distractor; (D) violates the message of the entire passage.
27. **(E)** This is justified by lines 31–34, which negates choice (B). (A) is undermined by lines 4–5. The entire passage contradicts choice (C) (see lines 53–55). (D) is a cynical interpretation devoid of moral consequences and unjustified by the text.
28. **(B)** Senator Dodd defends family values that intrude on the workplace, not the opposite, choices (A) and (E). (C) is absurd, given lines 21–22. Welfare issues (D) are not discussed.
29. **(B)** In context, mental anguish supersedes “angered” (D) as the only strong distractor.
30. **(C)** The aim of establishing, and the problems associated with universal health coverage, is the point of the passage (lines 6–7), although the details of an HMO are omitted and so do not justify choice (E). (B) is a misreading that reverses the aim of an HMO. (A) and (B) are clear distractors.